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UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF CALIFORNIA

JANE DOE and ANNE RASKIN,

Plaintiffs,

vs.

CITY AND COUNTY OF SAN
FRANCISCO; JANICE MADSEN, an
individual; KIM DOUGHERTY, an
individual; AUDREY HILLMAN an
individual; HEATHER GRIVES, an
individual; and DOES 1-10,

Defendants.

Case No. C 10-04700 TEH

STIPULATED PROTECTIVE ORDER

1 1. PURPOSES AND LIMITATIONS

2 Disclosure and discovery activity in this action are likely to involve production of
 3 confidential, proprietary, or private information for which special protection from public disclosure
 4 and from use for any purpose other than prosecuting this litigation would be warranted.
 5 Accordingly, the parties hereby stipulate to and petition the court to enter the following Stipulated
 6 Protective Order. The Parties acknowledge that this Order does not confer blanket protections on
 7 all disclosures or responses to discovery and that the protection it affords extends only to the limited
 8 information or items that are entitled under the applicable legal principles to treatment as
 9 confidential. The Parties further acknowledge, as set forth in Section 10, below, that this Stipulated
 10 Protective Order creates no entitlement to file confidential information under seal; Civil Local Rule
 11 79-5 sets forth the procedures that must be followed and reflects the standards that will be applied
 12 when a party seeks permission from the court to file material under seal.

13 2. DEFINITIONS

14 2.1 Party: any party to this action, including all of its officers, directors,
 15 employees, consultants, retained experts, and outside counsel (and their support
 16 staff).

17 2.2 Disclosure or Discovery Material: all items or information, regardless of the
 18 medium or manner generated, stored, or maintained (including, among other things,
 19 testimony, transcripts, or tangible things) that are produced or generated in
 20 disclosures or responses to discovery in this matter.

21 2.3 "CONFIDENTIAL" Information or Items: information (regardless of how,
 22 generated, stored or maintained) or tangible things that qualify for protection under
 23 standards developed under F.R.Civ.P. 26(c).

24 2.5 Receiving Party: a Party that receives Disclosure or Discovery Material from
 25 a Producing Party.

2.6 Producing Party: a Party or non-party that produces Disclosure or Discovery Material in this action.

2.7. Designating Party: a Party or non-party that designates information or items that it produces in disclosures or in responses to discovery as "Confidential."

2.8 Protected Material: any Disclosure or Discovery Material that is designated as "Confidential."

2.9. Outside Counsel: attorneys who are not employees of a Party but who are retained to represent or advise a Party in this action.

2.10 Counsel (without qualifier): Counsel representing Parties (as well as their support staffs).

2.11 Expert: a person with specialized knowledge or experience in a matter pertinent to the litigation who has been retained by a Party or its counsel to serve as an expert witness or as a consultant in this action and who is not a past or a current employee of a Party or of a competitor of a Party's and who, at the time of retention, is not anticipated to become an employee of a Party or a competitor of a Party's. This definition includes a professional jury or trial consultant retained in connection with this litigation.

2.13 Professional Vendors: persons or entities that provide litigation support services (e.g., photocopying; videotaping; translating; preparing exhibits or demonstrations; organizing, storing, retrieving data in any form or medium; etc.) and their employees and subcontractors.

3. SCOPE

The protections conferred by this Stipulation and Order cover not only Protected Material (as defined above), but also any information copied or extracted therefrom, as well as all copies, excerpts, summaries, or compilations thereof, plus testimony, conversations, or presentations by parties or counsel to or in court or in other settings that might reveal Protected Material.

4. DURATION

Even after the termination of this litigation, the confidentiality obligations imposed by this Order shall remain in effect until a Designating Party agrees otherwise in writing or a court order otherwise directs.

5. DESIGNATING PROTECTED MATERIAL

5.1 Exercise of Restraint and Care in Designating Material for Protection. Each Party or non-party that designates information or items for protection under this Order must take care to limit any such designation to specific material that qualifies under the appropriate standards. A Designating Party must take care to designate for protection only those parts of material, documents, items, or oral or written communications that qualify so that other portions of the material, documents, items, or communications for which protection is not warranted are not swept unjustifiably within the ambit of this Order.

Mass, indiscriminate, or routinized designations are prohibited. Designations that are shown to be clearly unjustified, or that have been made for an improper purpose (e.g., to unnecessarily encumber or retard the case development process, or to impose unnecessary expenses and burdens on other Parties), expose the Designating Party to sanctions.

If it comes to a Party's or a non-party's attention that information or items that it designated for protection do not qualify for protection at all, or do not qualify for the protection initially asserted, that Party or non-party must promptly notify all other parties that it is withdrawing the mistaken designation.

5.2 Manner and Timing of Designations. Except as otherwise provided in this Order (see, e.g., second paragraph of section 5.2(a), below), or as otherwise stipulated or ordered, material that qualifies for protection under this Order must be clearly so designated before the material is disclosed or produced.

Designation in conformity with this Order requires:

(a) for information in documentary form, (apart from transcripts of depositions or other pretrial or trial proceedings), that the Producing Party affix the legend "CONFIDENTIAL" on the page that contains protected material. If only a portion or portions of the material on a page qualifies for protection, the Producing Party also must clearly identify the protected portion(s) (e.g., by making appropriate markings in the margins).

A Party or non-party that makes original documents or materials available for inspection need not designate them for protection until after the inspecting Party has indicated which material it would like copied and produced. During the inspection and before the designation, all of the material made available for inspection shall be deemed confidential. After the inspecting Party has identified the documents it wants copied and produced, the Producing Party must determine which documents, or portions thereof, qualify for protection under this Order, then, before producing the specified documents, the Producing Party must affix the "CONFIDENTIAL" label on the page that contains Protected Material. If only a portion or portions of the material on a page qualifies for protection, the Producing Party also must clearly identify the protected portion(s) (e.g., by making appropriate markings in the margins).

(b) for testimony given in deposition or in other pretrial or trial proceedings, that the Party or non-party offering or sponsoring the testimony identify on the record, before the close of the deposition, hearing, or other proceeding, all protected testimony. When it is impractical to identify separately each portion of testimony that is entitled to protection, and when it appears that substantial portions of the testimony may qualify for protection, the Party or

1 non-party that sponsors, offers, or gives the testimony may invoke on the
2 record (before the deposition or proceeding is concluded) a right to have up
3 to 20 days to identify the specific portions of the testimony as to which
4 protection is sought. Only those portions of the testimony that are
5 appropriately designated for protection within the 20 days shall be covered by
6 the provisions of this Stipulated Protective Order.

7 Transcript pages containing Protected Material must be separately bound by
8 the court reporter, who must affix on the page the legend "CONFIDENTIAL"
9 as instructed by the Party or nonparty offering or sponsoring the witness or
10 presenting the testimony.

11 (c) for information produced in some form other than documentary, and for
12 any other tangible items, that the Producing Party affix in a prominent place
13 on the exterior of the container or containers in which the information or item
14 is stored the legend "CONFIDENTIAL". If only portions of the information
15 or item warrant protection, the Producing Party, to the extent practicable,
16 shall identify the protected portions, specifying whether they qualify as
17 "Confidential".

18 5.3 Inadvertent Failures to Designate. If timely corrected, an inadvertent failure
19 to designate qualified information or items as "Confidential" does not, standing
20 alone, waive the Designating Party's right to secure protection under this Order for
21 such material. If material is appropriately designated as "Confidential" after the
22 material was initially produced, the Receiving Party, on timely notification of the
23 designation, must make reasonable efforts to assure that the material is treated in
24 accordance with the provisions of this Order.

25 6. CHALLENGING CONFIDENTIALITY DESIGNATIONS

1 6.1 Timing of Challenges. Unless a prompt challenge to a Designating Party's
2 confidentiality designation is necessary to avoid foreseeable substantial unfairness,
3 unnecessary economic burdens, or a later significant disruption or delay of the
4 litigation, a Party does not waive its right to challenge a confidentiality designation
5 by electing not to mount a challenge promptly after the original designation is
6 disclosed.

7 6.2 Meet and Confer. A Party that elects to initiate a challenge to a Designating
8 Party's confidentiality designation must do so in good faith and must begin the
9 process by conferring directly (in voice to voice dialogue; other forms of
10 communication are not sufficient) with counsel for the Designating Party. In
11 conferring, the challenging Party must explain the basis for its belief that the
12 confidentiality designation was not proper and must give the Designating Party an
13 opportunity to review the designated material, to reconsider the circumstances, and,
14 if no change in designation is offered, to explain the basis for the chosen
15 designation. A challenging Party may proceed to the next stage of the challenge
16 process only if it has engaged in this meet and confer process first.

17 6.3 Judicial Intervention. A Party that elects to press a challenge to a
18 confidentiality designation after considering the justification offered by the
19 Designating Party may file and serve a motion under Civil Local Rule 7 (and in
20 compliance with Civil Local Rule 79-5, if applicable) that identifies the challenged
21 material and sets forth in detail the basis for the challenge. Each such motion must
22 be accompanied by a competent declaration that affirms that the movant has
23 complied with the meet and confer requirements imposed in the preceding
24 paragraph and that sets forth with specificity the justification for the confidentiality
25 designation that was given by the Designating Party in the meet and confer
26 dialogue.

The burden of persuasion in any such challenge proceeding shall be on the Designating Party. Until the court rules on the challenge, all parties shall continue to afford the material in question the protection to which it is entitled under the Producing Party's designation.

7. ACCESS TO AND USE OF PROTECTED MATERIAL

7.1 Basic Principles. A Receiving Party may use Protected Material that is disclosed or produced by another Party or by a non-party in connection with this case only for prosecuting, defending, or attempting to settle this litigation. Such Protected Material may be disclosed only to the categories of persons and under the conditions described in this Order. When the litigation has been terminated, a Receiving Party must comply with the provisions of section 11, below (FINAL DISPOSITION).

Protected Material must be stored and maintained by a Receiving Party at a location and in a secure manner that ensures that access is limited to the persons authorized under this Order.

7.2 Disclosure of "CONFIDENTIAL" Information or Items. Unless otherwise ordered by the court or permitted in writing by the Designating Party, a Receiving Party may disclose any information or item designated CONFIDENTIAL only to:

- (a) the Receiving Party's Outside Counsel of record in this action, as well as employees of said Counsel to whom it is reasonably necessary to disclose the information for this litigation and who have signed the "Agreement to Be Bound by Protective Order" that is attached hereto as Exhibit A;
- b) the officers, directors, and employees (including House Counsel) of the Receiving Party to whom disclosure is reasonably necessary for this litigation and who have signed the "Agreement to Be Bound by Protective Order" (Exhibit A);

(c) experts (as defined in this Order) of the Receiving Party to whom disclosure is reasonably necessary for this litigation and who have signed the "Agreement to Be Bound by Protective Order" (Exhibit A);

(d) the Court and its personnel;

(e) court reporters, their staffs, and professional vendors to whom disclosure is reasonably necessary for this litigation and who have signed the "Agreement to Be Bound by Protective Order" (Exhibit A);

(f) during their depositions, witnesses in the, action disclosure is reasonably necessary and who have signed the "Agreement to Be Bound by Protective Order" (Exhibit A). Pages of transcribed deposition testimony or exhibits to depositions that reveal Protected Material must be separately bound by the court reporter and may not be disclosed to anyone except as permitted under this Stipulated Protective Order.

(g) the author of the document or the original source of the information.

8. PROTECTED MATERIAL SUBPOENAED OR ORDERED PRODUCED IN OTHER LITIGATION.

If a Receiving Party is served with a subpoena or an order issued in other litigation that would compel disclosure of any information or items designated in this action as "CONFIDENTIAL", the Receiving Party must so notify the Designating Party, in writing (by fax, if possible) immediately and in no event more than three court days after receiving the subpoena or order. Such notification must include a copy of the subpoena or court order.

The Receiving Party also must immediately inform in writing the Party who caused the subpoena or order to issue in the other litigation that some or all the material covered by the subpoena or order is the subject of this Protective Order. In addition, the Receiving Party must deliver a copy of this Stipulated Protective Order promptly to the Party in the other action that caused the subpoena or order to issue.

1 The purpose of imposing these duties is to alert the interested parties to the existence of this
 2 Protective Order and to afford the Designating Party in this case an opportunity to try to protect its
 3 confidentiality interests in the court from which the subpoena or order issued. The Designating
 4 Party shall bear the burdens and the expenses of seeking protection in that court of its confidential
 5 material - and nothing in these provisions should be construed as authorizing or encouraging a
 6 Receiving Party in this action to disobey a lawful directive from another court.

7
 8 9. UNAUTHORIZED DISCLOSURE OF PROTECTED MATERIAL

9 If a Receiving Party learns that, by inadvertence or otherwise, it has disclosed Protected
 10 Material to any person or in any circumstance not authorized under this Stipulated Protective Order,
 11 the Receiving Party must immediately (a) notify in writing the Designating Party of the
 12 unauthorized disclosures, (b) use its best efforts to retrieve all copies of the Protected Material, (c)
 13 inform the person or persons to whom unauthorized disclosures were made of all the terms of this
 14 Order, and (d) request such person or persons to execute the "Acknowledgment and Agreement to
 15 Be Bound" that is attached hereto as Exhibit A.

16 10. FILING PROTECTED MATERIAL. Without written permission from the
 17 Designating Party or an order secured after appropriate notice to all interested persons, a Party may
 18 not file in the public record in this action any Protected Material. A Party that seeks to file under
 19 seal any Protected Material must comply with Civil Local Rule 79-5.

20 11. FINAL DISPOSITION. Unless otherwise ordered or agreed in writing by the
 21 Producing Party, within sixty days after the final termination of this action, each Receiving Party
 22 must return all Protected material to the Producing Party. As used in this subdivision, "all Protected
 23 Material" includes all copies, abstracts, compilations, summaries or any other form of reproducing
 24 or capturing any of the Protected Material. With permission in writing from the Designating Party,
 25 the Receiving Party may destroy some or all of the Protected Material instead of returning it.
 26 Whether the Protected Material is returned or destroyed, the Receiving Party must submit a written

certification to the Producing Party (and, if not the same person or entity, to the Designating Party) by the sixty day deadline that identifies (by category, where appropriate) all the Protected Material that was returned or destroyed and that affirms that the Receiving Party has not retained any copies, abstracts, compilations, summaries or other forms of reproducing or capturing any of the Protected Material. Notwithstanding this provision, Counsel are entitled to retain an archival copy of all pleadings, motion papers, transcripts, legal memoranda, correspondence or attorney work product, even if such materials contain Protected Material. Any such archival copies that contain or constitute Protected Material remain subject to this Protective Order as set forth in Section 4 (DURATION), above.

12. MISCELLANEOUS

12.1 Right to Further Relief. Nothing in this Order abridges the right of any person to seek its modification by the Court in the future.

12.2 Right to Assert Other Objections. By stipulating to the entry of this Protective Order no Party waives any right it otherwise would have to object to disclosing or producing any information or item on any ground not addressed in this Stipulated Protective Order. Similarly, no Party waives any right to object on any ground to use in evidence of any of the material covered by this Protective Order.

IT IS SO STIPULATED, THROUGH COUNSEL OF RECORD.

Dated: July 21, 2011

Respectfully submitted,

DENNIS J. HERRERA
City Attorney
ELIZABETH S. SALVESON
Chief Labor Attorney
LAWRENCE HECIMOVICH
Deputy City Attorneys

By: /s/
LAWRENCE HECIMOVICH
Attorneys for Defendants

Dated: July 21, 2011

By: /s/
MARY SHEA HAGEBOLS, Esq.
Shea Law Offices
Attorney for Plaintiffs

PURSUANT TO STIPULATION, IT IS SO ORDERED

DATED: 07/25/2011

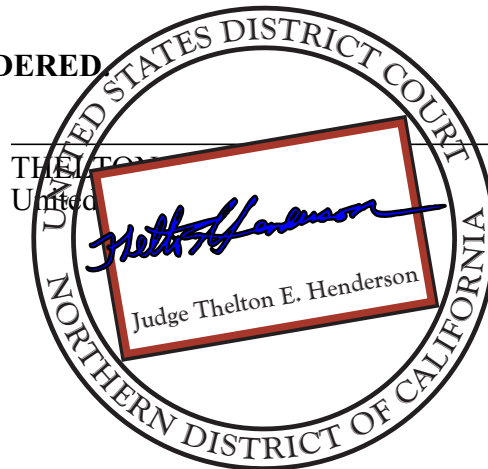


EXHIBIT A

ACKNOWLEDGMENT AND AGREEMENT TO BE BOUND

I, [print or type full name], of [print or type full address], declare under penalty of perjury that I have read in its entirety and understand the Stipulated Protective Order that was issued by the United States District Court for the Northern District of California on [date] in the case of [insert formal name of the case and the number and initials assigned to it by the court]. I agree to comply with and to be bound by all the terms of this Stipulated Protective Order and I understand and acknowledge that failure to so comply could expose me to sanctions and punishment in the nature of contempt. I solemnly promise that I will not disclose in any manner any information or item that is subject to this Stipulated Protective Order to any person or entity except in strict compliance with the provisions of this Order.

I further agree to submit to the jurisdiction of the United States District Court for the Northern District of California for the purpose of enforcing the terms of this Stipulated Protective Order, even if such enforcement proceedings occur after termination of this action.

I hereby appoint [print, or type full name] of [print or type full address and telephone number] as my California agent for service of process in connection with this action or any proceedings related to enforcement of this Stipulated Protective Order.

Date: _____

City and State where sworn and signed: _____

Printed Name: _____

[printed name]

Signature: _____

[signature]